

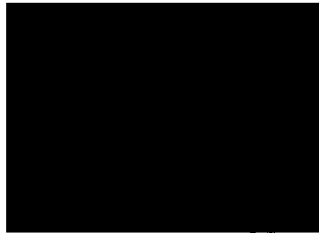
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**EXCERPT FROM THE REPORT OF THE EXECUTIVE SECRETARY
TO THE CIA CAREER SERVICE BOARD**

1. Professional Selection Panel

- a. The following individuals have been nominated to serve as members of the Professional Selection Panel.

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Member (Covert Offices)
Member (Covert Offices)
Member (Covert Offices)
Member (Covert Offices)
Member (Support Offices)
Advisory representative (Security)

alternate)

Matthew Baird
George E. Maloon

Advisory representative (Training)
Advisory representative (Personnel)

25X1A9a

alternate)

- b. It is recommended that the CIA Career Service Board add to the Panel an advisory representative from the Medical Staff.
- c. (1) The intent of Tab E of the CIA Career Service Program requires a definition of "professional position" based on the long-term career significance of a position in the field of intelligence as well as on the nature of its specific duties. The definition should enable the identification of those positions which because of the kind or level of intelligence information or experience they offer, provide opportunity for individual development which will be of long-term value in fields of special interest to the Agency. Therefore, CIA professional positions are defined as, "those positions which offer direct opportunity for career service by developing an individual's understanding or skill in the use of intelligence techniques, thereby preparing him for progressively more responsible specialized or executive assignments in the Agency."
- (2) For the purpose of implementing the program contained in Tab E of CIA [redacted] and by the above definition, the following are identified as professional positions:
- (a) Positions grade GS-9 and above.
- (b) Positions grade GS-7 or higher in the following occupational groups or series:

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Information and Editorial Series	GS-0010
Translator Series	GS-0031
Interpreter Series	GS-0033
Security Administration Series	GS-0080
Social Science and Intelligence Group	GS-0100
Personnel Administration Group	GS-0200
Office Services and General Administrative Group	GS-0300
Biological Sciences Group	GS-0400
Accounting and Fiscal Group	GS-0500
Medical, Dental and Health Sciences Group	GS-0600 and GS-0700
Engineering Group	GS-0800
Legal Group	GS-0900
Fine and Applied Art Group	GS-1000
Business and Industry Group	GS-1100
Physical Sciences Group	GS-1300
Library and Archives Group	GS-1400
Statistics and Mathematics Group	GS-1500
Education and Training Group	GS-1700
General Investigating Series	GS-1810
Miscellaneous Investigation and Inspection Series	GS-1899
Supply Group	GS-2000

- (c) Those ungraded and GPO positions, the equivalent of grade GS-7 or higher, requiring highly skilled work associated intimately with intelligence operations.
- (d) Those additional positions which may be designated as professional positions by the Classification and Wage Division of the Personnel Office upon consultation with representatives of the Professional Selection Panel and the Office wherein such positions are established.

d. Responsibilities for implementation of specific aspects of the program for "The Selection and Training of Trainees for Professional Positions" (Tab E of the Career Service Program) have been allocated as follows:

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- (1) The Office of Training is responsible for developing the CIA Intelligence School to provide broad intensive training in basic intelligence background information for all new personnel recruited for professional positions (See Recommendations a, b, and c, in Tab E). It will also be responsible for briefing consultant-contacts (See Recommendations h, i, and j, in Tab E).
- (2) The Procurement Division of the Personnel Office is responsible for the recruitment of personnel for professional positions including the program to recruit students through consultant-contacts in colleges and universities (See Recommendations e, f, and j, in Tab E).
- (3) The Inspection and Security Office is responsible for determining any special security measures to be taken in preventing subversive infiltration through the trainee system (See Recommendation i, in Tab E).
- (4) The Personnel Office will develop a program for testing candidates for professional positions and will, through the Career Development Staff, provide a secretariat to the Professional Selection Panel (See Recommendations d, l, and m, in Tab E).

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